

CNY Works Board of Directors Meeting

Friday October 28, 2022

Onondaga Conference Room 12:00pm

Jeanne Morelli call to order 12:02 welcome to board members...

This is an exciting time, we'll get you through everything you need to know. You received lots of information in your packet we'll go through it later. Conflict of interest in anything we talk about or vote on please excuse yourself. Please sign that form and return to Sheryl Bowman.

Ryan McMahon thank you for coming. Thank Don Napier for his leadership and all the former board members here. Mayor and I felt strongly this board could do a lot of workforce development. Our goal is economic growth and workforce development. Dynamic time in the community, the promise moving forward, the potential moving forward especially with micron announcement. That fanfare is over now the work begins. We made promises to the company that we have the ability to prepare their workforce and provide them with a supply chain of workers. A lot of work to do. Play a critical role here in this. A project like this a lot of challenges. More and more workforce dollars will come into this community then we've ever seen before. Really exciting. For construction side we negotiated a very favorable POA. We may need to bring in specialty construction workers internationally but hopefully we can train local people to do that. We'll have childcare issues, Micron said they'll have child care on site. This needs to be a complete team effort. Maximize every opportunity ahead of us. We want all the surrounding communities to feel a part of this.

Questions? What is your expectation of the people here? Collaboration and cooperation. We'll have the infrastructure in place now we need to beef it up. Collaboration and coordination. Business opportunities for everybody. Figure the right way to do this, we all work together and we each stay in our own lane so we aren't tripping over each other. This board will be a big clearing house. Important now we execute on the promises we made to the new community coming in and the partners that are already here. We are very lucky there's really only one Micron and they're great people.

How will you communicate all of this to the community members? We need to make this better and build up the communication structure. I did 3 town hall meetings last week. I started where we'll be building up the infrastructure and now we need to talk with everyone else. There's everything you can think of in executing this project. Are there plans to develop more apartment complexes? Yes, there are. 3 boxes we check. The site, check, workforce development, hiring, check, and the community impact and Micron knows that. We've developed a robust housing strategy in the city and around the surrounding area of the Micron plant. We're looking at senior housing, affordable housing in the works.

Mayor Ben Walsh – Nice to see you all. Yesterday was a special day for this community in many different ways and a lot of people getting us to that point yesterday. The county exec is an incredible leader and great partner, I couldn't ask for a better one. Welcome to our Micron rep Sara. Welcome to new board members, thank you for stepping up. Thank the outgoing board members as well. The work you set for us was incredible and important. We're now talking about helping people and many opportunities.

Critically important work that CNY Works is doing over the past couple of years. I went in the front and had to ask how to get down here it's been a few years. The county exec and I are challenging CNY Works to take a look at itself and come out on the other side. Make sure we aren't maximizing the usual suspects only but we're working with everyone in the community. Our workforce development system wasn't set up two years ago to develop the workforce to take on this project and we challenged the board to make this better. This started with Work Train and then the work Chris Montgomery is doing with Syracuse Build. It's clear that belonged inside CNY Works. Very appreciative of the work the staff who has remained behind during this disruption to still serve the customers and get them to work. This has all been challenging but the discussions we've had we've gotten to the right place and have the right people around the table. A lot of resources will be made available to us in the coming years. Thank you to all of you outgoing board member, new members, the staff...please know I'm a ready and willing partner to do anything you need.

Questions – nothing, my work is done here! You all have a lot more work to do now.

Jeanne – 2<sup>nd</sup> piece in your packet is a write up that describes better what the mission of this group is and what we do here at CNY Works. Thank you to MJ for word smithing it. It's important that as a community we come together to build our workforce. Please read this it will give you a little more info. Thank you to the team for putting the acronyms we use here.

Go around introductions...name, where you're from.

Governance Notes & Strategic Plan – Frank Caliva

Taste of past, present and future of CNY Works. You are now Board of Directors of a stand alone non-profit 501c3. Frank explained how the money flows to cny works. Governed under federal regulations of WIOA. Not for profit owned by the CEOs. Either changes, new ownership. They in turn appoint all of the directors to implement their vision. 2 years ago they realized the world of work and the environment is changing rapidly, challenged to do a strategic plan and redesign cny works. We are a creature of wioa. Under wioa the 2 ceos agreed the county would be the grant recipient and they chose to have the money spent via a private nonprofit and not the county. Frank reviewed the slide deck handed out. Slide 3 are the partnerships. There are capital P and small P. Make slide 4 your friend, it's a great summary of what the board is and does and answers the critical question on what the career center does and what the board does. The board does 2 things, one side strategic, the other side pragmatic. The board oversees the operation of the career center. The board cannot run it themselves and it must be outsourced, that's OCC and Nicole as the osso. Pragmatic is the career center, strategic is the day to day operation of the board. You hire an ED to help you find a balance between the left side and the right side and I hope we're pretty close to doing that. How did you get here as a board director? The ceos challenged a group to do a new strategic plan for cny works and low and behold that's where you come in. make sure cny works is aligned with what's happening outside the community, make it a brand new board reflect on the past but move forward. Guiding principals provided to the directors so they know how to do their work. A strengths and weaknesses review was done of cny works. The mayor referenced this that there are a lot of parallel paths doing what cny works was doing, and we don't want cny works doing everything we need to make sure everything is aligned. In the past we did some things well, some things not so well. Didn't want to feel like we were a 3<sup>rd</sup> party looking in. Overall recommendations – immediate action: seat the board, hire an ED, select the osso, model everything cny works does around

Syracuse build. So where are we – search under way for ED, Syracuse build embedded here at cny works, tremendous partner in occ as the osso, financials in pretty good shape.

Jeanne – thank you Frank, you have been a mentor, provided a lot of guidance to all of us.

Jeanne – slate of officers. Nominations by city and county already for president, VP, do need to take nominations for these and treasurer/secretary. By laws explain each position.

President – recommend of city and county Jeanne morelli continue on. AI move, dominic 2<sup>nd</sup>. No discussion. All in favor.

Vice president – city county recommend dominic Robinson. AI move. (black labor union 2<sup>nd</sup>). All in favor.

Secretary/treasurer – Sheryl bowman does most of the secretary jobs. Treasurer oversight of controls of finances. Come back to that at the next meeting.

Committees of the board committees of the corporation – randy will lead the audit committee (anyone else want to) motion Micron, 2<sup>nd</sup> occ. All in favor.

Program – dave goodness chair. Occ moves, randy 2<sup>nd</sup>. All in favor.

Governance next meeting.

Financial overview – you have them in the document in your packet and emailed to you. Sue do a high level overview for the team? Sue reviewed the documents handed out. Explained what stipends are for youth. Each month will present a financial statement to the board and highlight any areas that need to be worked on or of concern. Good news for the board we're very fortunate that we always have a clean audit (Jeanne) we go through multiple audits, outside audit and dol audit. If we get findings we answer them right away and we get clean findings. You should feel good about the financial stability of this organization. As part of this new board we need to look at how we do things differently and reporting funding outside of wioa funding. How is the money we're spending spent on the customers we serve? Those are generally reported in the monthly reports. But these are all the things that we need to look at. Want to reach out to all of you to see what you want reported.

Contracts –

Cleaning pros – the organizations janitorial services. 1 year contract, can be renewed up to 4 years. Previous board voted to use them but didn't have number. The final contract does randy move, paul j 2<sup>nd</sup>. MWBE – yes. How long until you RFP? Up to 4 years unless unhappy. Are staff happy with? Yes. What is our procurement policy? Being reviewed. All in favor.

CPS – looking for an executive director. Been going on for quite a few months. Have a lot of good. Dominic move, tim 2<sup>nd</sup>. All in favor.

F1 – resource center computers. This is to buy new computers. Dominic move, randy 2<sup>nd</sup>. Jeanne answered questions of life cycle. All in favor.

End of agenda, sorry over by 7 minutes. Next meeting. Send recurring meeting invites. Propose

Randy move to adjourn. Dominic 2<sup>nd</sup>. Meeting ended 1:39.

DRAFT